

Federal Human Capital Survey Results for FAA (ALL Items) Compared to Government Average

- All results in % positive, e. g. %s of agree or strongly agree)
- Statistically significant difference from government-wide results;
H = agency higher; L = agency lower; N = not different

The FAA-government gap in the percent positive required to reach statistical significance can vary by item due to differences in response rate and variability-of-ratings for each item. Note also that percentages are rounded off.

Strategic Alignment

	FAA	Government (without DOT)	vs. government
(1) In my work unit, human resources management strategies are targeted to achieve my agency's missions and objectives.	53	62	L
(2) Managers review and evaluate the organization's progress toward meeting its goals and objectives.	61	67	L
(3) Products and services in my work unit are improved based on customer/public input.	49	56	L
(4) I am kept informed about changes in personnel policies and employee benefits.	59	68	L
(5) I know how my work relates to the agency's missions and goals.	86	89	N
(6) Information collected on my work unit's performance is used to improve my work unit's performance.	40	52	L

Strategic Competencies

	FAA	Government (without DOT)	vs. government
(7) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	69	72	N
(8) The skill level in my work unit has improved in the past year.	57	58	N
(9) My supervisor supports my need to balance work and family issues.	73	78	N
(10) My workload is reasonable.	67	65	N
(11) My talents are used well in the workplace.	62	63	N
(12) This is a friendly place to work.	68	68	N
(13) I recommend my organization as a good place to work.	61	60	N
(14) I have sufficient resources (for example, people, materials, budget, etc.) to get my job done.	42	49	L
(15) My work unit is able to recruit people with the right skills.	35	39	N
(16) Selections for promotions in my work unit are based on merit.	31	36	L

Leadership

	FAA	Government (without DOT)	vs. government
(17) Supervisors/team leaders in my work unit provide employee with the opportunities to demonstrate their leadership skills.	56	57	N
(18) Supervisors/team leaders in my work unit encourage my development at work.	57	59	N
(19) The work I do is important.	93	91	H
(20) In my organization, leaders generate high levels of motivation and commitment in the workforce.	30	36	L
(21) Employees have a feeling of personal empowerment and ownership of work processes.	42	39	N
(22) Supervisors/team leaders are receptive to change.	46	49	N
(23) I hold my organization's leaders in high regard.	37	43	L
(24) My organization's leaders maintain high standards of honesty and integrity.	41	47	L
(25) Complaints, disputes or grievances are resolved fairly in my work unit.	42	44	N
(26) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	43	45	N
(27) I can disclose a suspected violation of law, rule or regulation without fear of reprisal.	53	55	N
(28) I know what the Merit System Principles are.	69	72	N
(29) I know what the Prohibited Personnel Practices are.	80	81	N
(30) I know what to do if I believe that a Prohibited Personnel Practice has been committed.	65	68	N

Items 31-44 [performance culture] on next page

Learning (Knowledge Management)

	FAA	Government (without DOT)	vs. government
(45) Employees have electronic access to learning and training programs readily available at their desk.	69	67	N
(46) My training needs are assessed.	56	50	H
(47) Employees are willing to be retrained and moved to other positions in the organization.	45	49	N
(48) I receive the training I need to perform my job.	61	60	N
(49) Employees in my work unit share their knowledge with each other.	77	74	N
(50) Managers promote communication among different work units (for example, about projects, goals, needed resources).	52	50	N

Performance Culture

	FAA	Government (without DOT)	vs. government
(31) Awards in my work unit depend on how well employees perform their jobs.	39	48	L
(32) High-performing employees in my work unit are recognized or rewarded on a timely basis.	33	41	L
(33) Employees are rewarded for providing high quality products and services to customers.	36	44	L
(34) Creativity and innovation are rewarded.	31	39	L
(35) My performance appraisal is a fair reflection of my performance.	50	65	L
(36) Our organization's awards program provides me with an incentive to do my best.	22	30	L
(37) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	20	27	L
(38) I believe my organization can perform its function as effectively as any private sector provider.	65	66	N
(39) I am held accountable for achieving results.	75	80	L
(40) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	68	66	N
(41) Discussions with my supervisor/team-leader about my performance are worthwhile.	50	58	L
(42) Supervisors/team-leaders in my work unit are committed to a workforce representative of all segments of society.	57	56	N
(43) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	67	64	N
(44) Managers/supervisors/team leaders work well with employees of different backgrounds.	68	66	N

Personal Experience

	FAA	Government (without DOT)	vs. government
(51) The people I work with cooperate to get the job done.	83	80	N
(52) I am given a real opportunity to improve my skills in my organization.	55	57	N
(53) I have enough information to do my job well.	69	71	N
(54) I feel encouraged to come up with new and better ways of doing things.	48	57	L
(55) My job makes good use of my skills and abilities.	63	64	N
(56) My work gives me a feeling of personal accomplishment.	70	70	N
(57) I like the kind of work I do.	84	82	N
(58) How do you rate the amount of pay you get on your job?	62	56	H
(59) How do you rate your total benefits program?	57	63	L
(60) Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	58	61	N
(61) How would you rate the overall quality of work done by your work group?	81	81	N
(62) How would you rate your organization as an organization to work for compared to other organizations?	52	52	N

Job Satisfaction

	FAA	Government (without DOT)	vs. government
(63) Your involvement in decisions that affect your work?	52	52	N
(64) The information you receive from management on what's going on in your organization?	43	45	N
(65) The recognition you receive for doing a good job?	40	46	L
(66) Your opportunity to get a better job in your organization?	29	33	L
(67) The training you receive for your present job?	55	53	N
(68) Considering everything, how satisfied are you with your job?	70	68	N
(69) Considering everything, how would you rate your overall satisfaction in your organization at the present time?	52	56	N

Compensation & Benefits

How satisfied are you with ...	FAA	Government (without DOT)	vs. government
70 [ranking of benefits importance]	N/A	N/A	N/A
(71) Your pay	65	64	N
(72) Retirement benefits	62	66	N
(73) Life insurance benefits	56	57	N
(74) Health insurance benefits	40	51	L
(75) Long Term Care benefits	18	22	N
(76) Paid time Off (Leave)	86	83	N
(77) RANKING OF BELOW BENEFITS	N/A		
(78) Paid vacation time	90	89	N
(79) Paid leave for personal illness	85	86	N
(80) Paid leave for family illness	74	76	N
(81) Paid leave for childbirth/adoption	39	40	N
(82) Paid leave for eldercare	43	46	N

Benefits Continued

How satisfied are you with ...	FAA	Government (without DOT)	vs. government
(83a) telework/telecommuting	15	22	L
(84a) alternate work schedules	69	55	H
(85a) child care subsidies	6	9	N
(86a) employee assistance programs	26	28	N
(87a) health and wellness programs	27	35	L
(88a) support groups	13	17	L
(89a) eldercare programs	9	10	N

How important is ...	FAA	Government (without DOT)	vs. government
(83b) telework/telecommuting	34	34	N
(84b) alternate work schedules	71	63	H
(85b) child care subsidies	14	18	L
(86b) employee assistance programs	21	29	L
(87b) health and wellness programs	35	44	L
(88b) support groups	12	20	L
(89b) eldercare programs	15	23	L

Is _____ available to you	FAA	Government (without DOT)	vs. government
(83c) telework/telecommuting	19	23	N
(84c) alternate work schedules	86	66	H
(85c) child care subsidies	8	12	L
(86c) employee assistance programs	83	65	H
(87c) health and wellness programs	52	55	N
(88c) support groups	20	27	L
(89c) eldercare programs	6	10	L